

DIVISION: HUMAN SCIENCES

DEPARTMENT: EDUCATION

POST: NGAP LECTURER SESOTHO X1

POST N<sup>o</sup>: 9027

PEROMNES GRADE: 08

### **JOB DESCRIPTION:**

The New Generation of Academics Programme (nGAP) is a prestigious, government-funded initiative aimed at producing the next generation of university professors. This developmental post offers a reduced teaching load, a dedicated mentor, and structured support to complete a PhD. We invite applications for nGAP Lecturer positions in **SeSotho**. We are seeking passionate linguists or education specialists who will contribute to the revitalization and scholarship of African languages within our institution. The successful candidates will be registered for a Doctoral degree and will receive intensive research and teaching development over a five-year period. Successful candidates will be work in the Education Department and the Centre of Academic Development.

### **Key performance areas include but are not limited to:**

- Deliver lectures, tutorials, and practical demonstrations in one of the four languages (language, linguistics, and literature) and/or education modules to Education programmes.
- Translate manuscripts, study guides, and learning materials from English into an African language.
- Develop a curriculum to teach conversational skills to both students and staff.
- Supervise research projects.
- Complete your PhD within the nGAP timeframe (maximum 6 years).
- Participate in mentorship and academic citizenship activities.
- Publish at least two accredited journal articles during the developmental period.
- Collaborate with industry partners to enhance programme relevance and professional opportunities.
- Participate in faculty meetings, accreditation processes, and quality assurance activities.
- Stay current with developments in the field of education and engage in continuous professional development (e.g., workshops, seminars).
- Conduct ad-hoc duties as assigned by the line manager.
- Any collaboration with African Languages to be stipulated.

### **APPLICATION CRITERIA:**

#### **Qualifications and Experience:**

- A relevant Master's degree in Sesotho (Linguistics, Literature, or Language Education) or a Master's degree in Education with specialization in Sesotho.
- At least one (1) year of teaching experience in one of the languages at either a school or a higher education institution.
- Strong understanding of curriculum development and pedagogical strategies for language education.
- Knowledge of blended learning and technology-enhanced teaching methodologies.
- Excellent communication, organizational, and interpersonal skills.
- Active registration for a PhD (in an African Language or a closely related field, e.g., PhD in Education with an African language focus). Proof of current registration is required.
- Must be an SA citizen, younger than 40 years.

- Masters with an average of 70% and above.

**ADDED ADVANTAGES:**

Candidates with any of the following will be given preference:

- Research output: Proven track record of scholarly publications in reputable peer-reviewed journals or conferences.
- Curriculum experience: Involvement in developing language teaching materials or assessment tools.
- Digital skills: Experience with online learning platforms (e.g., Moodle, Zoom) or corpus linguistics tools.
- Community engagement: Track record of promoting African language literacy in schools or community organizations (e.g., Sesotho).
- Innovative assessment: Experience in developing and implementing innovative curricula and assessment methods.

**Skills:**

- Ability to integrate hands-on practical training with theoretical instruction.
- Ability to collaborate with colleagues and contribute to departmental initiatives.
- Commitment to diversity, equity, and inclusion in higher education.
- Excellent communication (written and verbal), organizational, interpersonal, and planning skills.
- Commitment to sustainability and innovative practices in higher education

**CLOSING DATE FOR APPLICATIONS: 10 July 2026**

**Application requirements:**

1. A fully completed prescribed application form which can be obtained from [www.vut.ac.za](http://www.vut.ac.za)
2. A detailed curriculum vitae (explicitly stating relevant experience or knowledge in the fields mentioned above)
3. Certified copies of all certificates or degrees
4. A certified copy of your South African identity document
5. Current contact details of referees
6. Applications must be emailed to [recruitment9@vut.ac.za](mailto:recruitment9@vut.ac.za). Please quote the post reference and post description in the subject line.  
Enquiries can be directed to Ms Palesa Kgwadi at 016 950 [9135/palesak@vut.ac.za](mailto:9135/palesak@vut.ac.za)
7. No manual applications will be accepted. Incomplete applications, or applications submitted without the application form and required supporting documents, will be disregarded.
8. Only applications submitted using the official VUT application for employment form will be considered.
9. Correspondence will only be entered into with shortlisted candidates. If you do not hear from VUT within 3 months of the closing date, please regard your application as unsuccessful.

## Please Note

- By submitting your application, you consent to VUT verifying your qualifications and sharing your personal information with the selection panel and other authorised persons involved in the recruitment process. Candidates with foreign qualifications must submit a South African Qualifications Authority (SAQA) certificate of evaluation. **VUT is an equal opportunity and affirmative action employer. In compliance with the Employment Equity Act No. 55 of 1998 (as amended), and in line with its Employment Equity Plan and Recruitment Policy, preference will be given to suitably qualified candidates from designated groups, specifically Africans, Coloureds, Indians, women, and persons with disabilities.**
- VUT reserves the right not to make an appointment
- By applying for this position, you give permission to share your information with the selection panel or the relevant people involved in the recruitment.

